



DEPARTMENT OF THE ARMY
HEADQUARTERS, 46TH ENGINEER BATTALION
8113 MISSISSIPPI AVENUE
FORT POLK, LOUISIANA 71459-5446

AFZX-HC-EN

09 March 2015

MEMORANDUM FOR RECORD

SUBJECT: Command Policy Memorandum # 10 - Dignity and Respect

1. Reference. Army Regulation 600-20 (Army Command Policy), 6 November 2014.
2. The intent of this policy is to present my expectation that every Soldier assigned to the 46th Engineer Battalion treat everyone with dignity and respect. Discipline, Character, Trust and Integrity are all crucial to the success of any team, and this unit is no different. Our impact on the Army, whether on an individual or on a collective basis, will be our legacy. It is my intent that we all leave a legacy of excellence here in the Steel Spike Battalion. This policy applies both on and off duty.
3. This Battalion is one of the Army's finest, a force multiplier and enabler here at the JRTC and Fort Polk prepared to answer our Nation's call. These aspects of the 46th Engineer Battalion make our unit unique in the Army inventory. Our important mission set comes with basic responsibilities of everyone involved. It is imperative that every member of the Steel Spike team is able to contribute to mission accomplishment by serving in an environment that is free from discrimination, sexist behaviors, maltreatment, hazing, bullying, and any other form of abusive behavior. The key to fostering this environment is simple – engaged leaders who treat everyone with dignity and respect.
4. Commanders, leaders, and supervisors are charged with knowing, implementing, and enforcing Army Regulation (AR) 600-20, its policies, and the procedures therein. All commanders will publish and post a written command policy on the treatment of persons. The respective command policies will be consistent with the Army policy and this command policy memorandum. Commanders will also conduct annual training on hazing and bullying as part of their Equal Opportunity training requirements, training focused on promoting a healthy command climate.
5. Service in our Army is hinged on a disciplined, well-led force. Leaders who foster an environment where every member lives by the values forged by those before us is the standard. To that end, I expect leaders at all levels to prevent acts of prejudice, discrimination, and unfair treatment. Further, there are no "initiations" for new Soldiers. We will train hard, long, and in some cases, in austere conditions – that is initiation enough. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited.

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6. Soldiers must have trust and confidence in their leaders, to include absolute confidence that all reported allegations of mistreatment, to include hazing and bullying, will be thoroughly investigated. Furthermore, Soldiers must have trust and confidence in their ability to make reports without fear of retribution or reprisal. Soldiers may report allegations of hazing or bullying to their commander, law enforcement, or the installation Inspector General's office. Complainants will be protected from acts or threats of reprisal.

7. Consistent with AR 600-20, this policy memorandum, and the requirements noted above, commanders, leaders and supervisors will immediately report allegations of criminal behavior to law enforcement. Those allegations, to include hazing and bullying, reported to a commander and not investigated by law enforcement will be investigated in a timely manner by the command, either through an informal AR 15-6 investigation or as a Rule for Courts-Martial 303 commander's inquiry as appropriate. Commanders will coordinate with the Brigade Judge Advocate for guidance and advice upon receipt of any suspected allegation of misconduct. Commanders and supervisors are also responsible for coordinating with their unit Equal Opportunity Advisor to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System.

8. When anyone witnesses behavior inconsistent with this policy they will quickly intervene to correct the situation and report it up the chain of command, as appropriate. In some cases it may be appropriate to report to one of the many agencies trained to handle these situations. When one of these agencies is used, leaders will assist complainants. Commanders, leaders, and supervisors will foster a safe environment built on trust and respect. Commanders, leaders, and agencies will investigate thoroughly, take action swiftly and fairly, and safeguard complainants from retribution or reprisal. Dignity and respect will be accorded all members of the 46th Engineer Battalion; that is my expectation and it directly impacts unit readiness. Our leaders will ensure a climate that meets this standard – always and at all levels.

9. Point of contact for this policy is the Battalion S1 at 337-531-8347.



WILLIAM B. MOEN
LTC, EN
Commanding